

Dec. 8. 2016 1:06PM

• Provoking or instigating a fight, or fighting during working hours
• Company premises.

1. **Stealing or pilferage of Company or another employee's property.**
2. **Allegation of personnel or other records.**

it-downs, slowdowns or work stoppage of any kind.

possession of firearms or carrying concealed weapons on company property at any time.

Conviction of a felony which could or would affect the employee's job performance or relationships with other employees.

Abuse, misuse, waste or deliberate destruction of Company property, tools, equipment or the personal property of employees.

Sleeping, or in a state resembling sleep, while on the clock and/or in a non-designated break area.

Using tobacco, or smokeless devices, in the buildings or on any part of the grounds where tobacco is forbidden (see tobacco policy).

Failure to promptly report when an accident/injury/soreness occurs to your supervisor and Health Services. Making false statements or refusing to give testimony when accidents/injuries or other incidents are being investigated.

Repeated violations of work rules and regulations, which can be documented by previous disciplinary action.

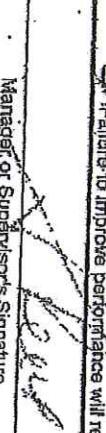
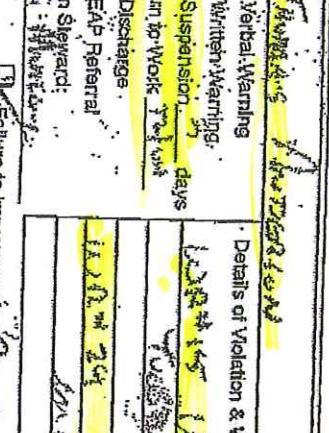
These rules and regulations supersede all previous rules and regulations issued by Smithfield Foods.

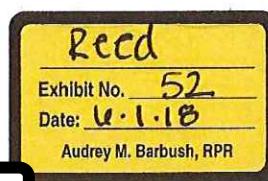
Equal Employment Opportunity Policy

Notice to All Employees and Applicants

Is the policy of Smithfield Foods to:

Recruit, hire, train and promote, into all job classifications, the

SMITHFIELD EMPLOYEE WARNING NOTICE			
NAME	CLOCK NO.	DEPT.	DATE
John Doe	04330	ITD	10/10/16
<input type="checkbox"/> Verbal Warning <input type="checkbox"/> Written Warning <input checked="" type="checkbox"/> Suspension <input type="checkbox"/> Return to Work <input type="checkbox"/> Discharge <input type="checkbox"/> EAP Referral <input type="checkbox"/> Union Steward: <input type="checkbox"/> Other:			
<p>Failure to improve performance will result in further disciplinary action up to and including termination.</p>			
 Manager or Supervisor's Signature			
 Others in Meeting			



App. Tab

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